

# Benefits



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**IAFF Employees**

## ***Health and Welfare***

The City provides medical and dental benefits to IAFF represented employees and their eligible dependents. The City pays the full premium for the Kaiser HMO Health Plan and Cigna Dental HMO Plan. Employees enrolled in the non-Kaiser HMO or ACO plan will pay \$50 per month and the City will pay the balance of the premium. Employees enrolled in the non-Kaiser Full HMO plan will pay \$250 per month and the City will pay the balance of the premium. Employees enrolled in the PPO plan shall receive the value of enrollment in the non-Kaiser Full HMO and employees are responsible for the balance. Employees choosing the Cigna DPPO preferred provider plan would be responsible for any additional amount over the Cigna DHMO plan.

### **MEDICAL INSURANCE**

The City offers the Kaiser HMO, Aetna Whole Health Southern CA EPO, Aetna Full Network HMO, and the Aetna PPO plans to its active employees and their dependents. The City pays the full premium for the Kaiser HMO Health Plan. The City pays the full premium for the Kaiser HMO Health Plan. Employees enrolled in the non-Kaiser HMO or ACO plan will pay \$50 per month and the City will pay the balance of the premium. Employees enrolled in the non-Kaiser Full HMO plan will pay \$250 per month and the City will pay the balance of the premium. Employees enrolled in the PPO plan shall receive the value of enrollment in the non-Kaiser Full HMO and employees are responsible for the balance. Medical insurance coverage is effective on the employee's date of hire. Employees pay any difference between the City's share of the full medical premium through twice monthly pre-tax payroll deductions. Eligible individuals retiring from the City may choose to continue participating in the City's health plans at their own cost.

### **DENTAL INSURANCE**

The City currently offers the Cigna DHMO and Cigna DPPO Plans. Employees choosing the Cigna DPPO preferred provider plan would be responsible for any additional amount over the Cigna DHMO plan. Coverage is effective on the employee's date of hire.

### **VISION INSURANCE**

The City currently offers the MES Vision plan. Coverage is effective on date of hire.

### **FLEXIBLE SPENDING ACCOUNTS (FSAs)**

The City offers both health and dependent/Child Care FSAs. FSAs may be funded through payroll deductions. The maximum annual payroll deduction Health FSA is \$2,850. Dependent/Child Care FSAs are limited to \$5,000 from all sources.

### **LIFE INSURANCE**

The City provides IAFF employees with a \$50,000 Group Term Life and Accidental Death and Dismemberment policy. In addition to the basic life insurance provided by the City, employees may purchase Optional coverage in multiples of \$10,000, up to a maximum of \$550,000 or four times their annual salary, whichever is less. Dependent spouse or domestic partner can elect up to the lesser of \$100,000 or 50% of your coverage, in \$10,000 increments. Coverage of \$10,000 is available for dependent children up to age 26.

### **BASIC RETIREMENT**

The City contracts with CalPERS for the provisions of its retirement benefits as set forth in the California Government Code and California Public Employees' Pension Reform Act of 2013.

Retirement Tier	Retirement Formula	Employee Deduction	Minimum Age for Retirement
Tier 1 Retirement	Local Safety 3% @ 50	9.00%	50
Tier 2 Retirement	Local Safety 3% @ 55	9.00%	50
Tier 3 Retirement	Local Safety 2.7% @ 57	14.25%	50

*Tier 1 – Employees who became CalPERS members with the City of Chula Vista prior to 04/22/2011*

*Tier 2 - Employees who became members of CalPERS or a reciprocal agency between 04/22/2011 through 12/31/2012*

*Tier 3 - New CalPERS members or reciprocal agency members on or after 01/01/2013*

## 457 DEFERRED COMPENSATION

The City offers a 457 plan through Nationwide. Participation in the plan is voluntary and 100% employee funded.

## *Vacation, Holidays and Leaves*

### VACATION

IAFF employees will be credited vacation hours on a biweekly basis and shall accrue the following:

Years of Service	IAFF Suppression	IAFF Squad	IAFF Non-Suppression
0 - 4	112 hours	84 hours	80 hours
5 - 9	168 hours	126 hours	120 hours
10 - 14	224 hours	168 hours	160 hours
15+	288 hours	210 hours	200 hours

The maximum accrual is two times the annual accrual. Employees who have completed at least four (4) years of service may sell back up to one week (56 hours for employees assigned in Fire Suppression, 52 hours for employees assigned to Squad, and 40 hours for employees assigned to Non-Suppression) of accrued vacation hours back to the City per fiscal year.

### SICK LEAVE

IAFF employees assigned to the Fire Suppression Division will accrue sick leave at a biweekly rate of 5.15 hours, employees assigned to Squad will accrue sick leave at a biweekly rate of 3.87 hours, and Non-Suppression divisions will accrue sick leave at a biweekly rate of 3.69 hours. If during the fiscal year, the employee's accumulated sick leave balance is more than a two-year accrual, he or she shall have the option of converting to cash 50% of the accumulated unused sick leave of the fiscal year.

### HOLIDAYS

#### Fire Suppression

Employees will receive 130 hours holiday pay (approximately 5.0 hours per pay period) each fiscal year.

#### Non-Suppression

The City is closed and employees receive compensation for the following Hard Holidays:

- New Year's Day - January 1
- Cesar Chavez Day - March 31
- Independence Day - July 4
- Veterans Day - November 11
- Day after Thanksgiving
- Martin Luther King, Jr. Day - Third Monday in January
- Memorial Day - Last Monday in May
- Labor Day - First Monday in September
- Thanksgiving Day - Fourth Thursday in November
- Christmas - December 25

#### Floating Holidays:

- Lincoln's Birthday - February 12
- Admission Day - September 9
- Washington's Birthday - Third Monday in February

### LEAVE BALANCE PAYOFF AT TERMINATION

All vacation and accrued floating holidays are paid in a lump sum payment upon termination. Sick leave balances will not be paid upon termination. If the employee retires from the City within four months of separation from employment, he/she may convert unused sick leave to additional CalPERS service credit at the rate of 0.004 year of service credit for every 8 hours of unused sick leave.

## *Other Benefits*

### MILEAGE REIMBURSEMENT

IAFF employees shall be entitled to mileage reimbursement when required to use their private automobile for authorized City business.

### SPECIAL ASSIGNMENT

IAFF employees may receive up to 15% additional compensation when assigned by the City Manager to a special project.

## **UNIFORM ALLOWANCE AND DIFFERENTIALS**

IAFF employees shall receive \$7.69 biweekly for cleaning and maintenance of uniforms. Employees assigned to the Training Division or other 40-hour administrative assignment will receive 15% additional compensation. IAFF employees are also eligible for education incentives based upon their level of education as follows:

- \$200 per month - AA/AS/30 fire training units and 5 years of service (hired prior to April 25, 2017) OR AA/AS/60 fire training units and 5 years of service (hired on or after April 25, 2017)
- \$300 - BA/BS/30 fire training units and 10 years of service (hired prior to April 25, 2017) OR BA/BS/60 fire training units and 10 years of service (hired on or after April 25, 2017)
- \$400 - MA/MS or higher

## **OUT OF CLASS ASSIGNMENT**

Employees assigned duty as an Acting Fire Engineer, Acting Fire Captain or Acting Battalion Chief for a period of at least one full regularly scheduled, continuous work shift (24-hour period) receive 5% Out of Class pay.

## **CALLBACK PAY**

IAFF employees who are called back to work before the scheduled start of their next regular shift shall be paid actual overtime worked, with two-hour minimum overtime.

## **PROFESSIONAL ENRICHMENT**

IAFF employees may use up to a maximum of \$1,000 per fiscal year to pay for education, conferences, and training. On April 1 of each fiscal year employees may receive up to an additional \$1,000 (total of \$2,000) in professional enrichment less any amounts already received during the fiscal year if any funds are available. The aforementioned increase shall not be used to reimburse employees for professional enrichment that exceeds the \$1,000 limit prior to April 1 of said fiscal year.

## **BILINGUAL PAY**

Upon recommendation of the Department Head, approval of the Director of Human Resources and successful completion of a bilingual performance evaluation, an IAFF employee will receive Bilingual Pay as indicated below in addition to his/her regular pay on the condition that bilingual skills are continuously utilized in the performance of his/her duties.

Basic Level	\$125 per month
Advanced Level	\$225 per month

***Information contained herein is for informational purposes only. If there is conflicting information, the employee's Memorandum of Understanding and/or Civil Service Rules will prevail.***